

**Oak Brook Education Association  
Posted Final Offer  
January, 2012**

The professional educators of the Oak Brook Education Association have been negotiating with the Board of Education since January, 2011 in an effort to reach an agreement that meets the needs of the school district, students, parents, community members and professional teachers. The Oak Brook Education Association (OBEA) bargaining team presented six issues to the Oak Brook Board of Education (Board). The Board presented the OBEA with twenty-one issues.

As part of a very high quality school district that is nationally recognized for its excellence, our goal and mission have been to create conditions of employment that will attract and retain the high quality professionals who will continue to maintain this school district as a model that is second to none. We remain extremely proud that we are part of a community of stakeholders – including school board, parents, teachers, community leaders and more – that has combined efforts to make this school the very best of the best.

In recognition of a challenging economy, we have made very significant adjustments to our initial economic proposals – adjustments that modify, trim and rearrange the economic package, all in an effort to bridge the gap between the parties and set up conditions that will lead to a fair agreement for all. In fact, our last proposals are such that they would not require the school district to spend more money this year than last. Further, our economic proposal also allows the district to maintain its healthy fund balances with no tax increase to the community.

Throughout this process we have remained steadfast in our commitment to deliver the outstanding instruction that the students deserve. We are proud to have done so.

With all the above in mind, we share the following proposal.

## **OBEA FINAL OFFER PACKAGE PROPOSAL**

### **INSURANCE**

**1. Modify the Board's contractual obligation for health insurance premium payment contributions to more closely align with comparable districts.**

(Numbers in parenthesis indicate percentage of contributions in the 2010-11 year.)

<b>PPO</b>	<b>Board %</b>	<b>Employee %</b>
Employee	85% (85)	15% (15)
Employee + Child	80% (71)	20% (29)
Employee + Spouse	75% (74)	25% (26)
Family	70% (69)	30% (31)
<b>HMO</b>	<b>Board %</b>	<b>Employee %</b>
Employee	90% (90)	10% (10)
Employee + Child	90% (89)	10% (11)
Employee + Spouse	90% (89)	10% (11)
Family	90% (87)	10% (13)

**2012-2013** – In an effort to control the cost of insurance to the district, the OBEA agrees to retain current 50% - 50% cost sharing formula in current Collective Bargaining Agreement for any health insurance premium cost increases in excess of the total premium cost for 2011-2012.

**2013-2014** – In an effort to control the cost of insurance to the district, the OBEA agrees to retain current 50% - 50% cost sharing formula for any health insurance premium cost increases in excess of the total premium cost for 2012-2013.

**2. Modify Section 13.3 (Joint Insurance Committee) as follows:**

#### **13.3 JOINT INSURANCE COMMITTEE**

Each year a committee comprised of equal numbers of Board members and OBEA members will meet to review insurance plan options, providers, premiums, and the performance of the consultant. The composition of the committee may vary by mutual agreement (See Appendix D - #5). The joint insurance committee will retain sole authority to make decisions concerning group insurance plan options, providers, premiums, and the insurance benefit consultant as provided under Section 13.3. If the total annual health insurance premium cost for any contract year exceeds a maximum ten percent (10%) increase, the Joint Insurance Committee will immediately meet to review health benefits plan options (including any alternative health benefits plan or changes to current health plan benefits such as co-pays, deductibles, or other plan design components) for reducing the annual premium cost increase. After meeting to review health benefits alternatives, the Joint Insurance Committee must submit a recommendation to the Board which includes an option to reduce the annual health insurance premium cost increase.

3. Revise Section 13.4 (Premium Savings Distribution) as follows:

#### **13.4 PREMIUM SAVINGS DISTRIBUTION**

If the health insurance premium cost for coverage set forth in Section 13.2 declines from the previous contract year's premium cost, any premium cost savings will be shared on an equal 50% - 50% basis between the Board and teachers electing health coverage. The 50% share of any annual premium cost savings for teachers will be distributed equally to all teachers participating in the District's group health insurance plan. This provision shall be effective beginning the 2011-2012 contract year.

4. The OBEA accepts the Board's proposal to modify Section 11.4 (Credit for Experience) and their proposal to delete Section 13.14 (Dual Insurance Coverage) for new teacher hires effective the 2011-2012 school year with "grandfather" provisions for District teachers currently married to each other.

#### **11.4 CREDIT FOR EXPERIENCE**

Teacher experience credit for initial salary schedule placement based upon prior teaching service outside District 53 shall be granted at full credit on the step schedule for each year of service to a maximum of three (3) years. If the teacher has more than three (3) years of prior teaching experience outside District 53, additional salary schedule credit may be allowed with the Superintendent's approval.

## **II. COMPENSATION**

Eliminate the current CPI formula (Appendix A - #1) to determine annual increases in teachers' base salaries. OBEA proposes a three (3) year contract as follows:

**2011-2012:** 1.0% increase on the base plus earned step and lane movement.

OBEA is willing to accept Board's proposal to shift .20% TRS retirement contribution to base salary.

**2012-2013:** 1.5% increase on the base plus earned step and lane movement

OBEA is willing to accept Board's proposal to shift .20% TRS retirement contribution to base salary.

**2013-2014:** 1.5% increase on the base plus earned step and lane movement

OBEA is willing to accept Board's proposal to shift .20% TRS retirement contribution to base salary.

### III. RETIREMENT

OBEA accepts Board's retirement counterproposal and proposal to decrease retirees' health insurance benefit as follows:

#### 10.1 NOTIFICATION & LIMITATIONS

**10.1.4** Teachers whose retirement results in an ERO penalty to the District are not eligible for any retirement incentives/benefits provided in this Article (Retirement).

#### 10.2 BENEFITS – Option 1 – TEACHERS ELECTING 6% INCREASES OVER FOUR YEARS

**10.2.1** The teacher may elect to receive a 6% increase from the prior year on his/her base salary (excluding extra duty, co-curricular stipends, etc.) over each of the last four years of employment provided the teacher:

- Gives notice prior to March 1<sup>st</sup> of the fifth year of employment prior to retirement (four year notice),
- Will have been employed in the District at least 15 years prior to retirement,
- Is not discharged for cause prior to his/her retirement date.

Upon Board approval, the teacher will be removed from the teachers' salary schedule and receive the annual salary increases set forth above.

**10.2.2** In recognition of the teacher's years of service in the District, he or she will receive a post-retirement recognition of service award of \$250 per year for every year of service in the District. The service recognition award will be payable within 60 days after July 1<sup>st</sup> of the last year of the teacher's employment.

#### 10.4 INSURANCE

All eligible retirees will receive five (5) years of single health insurance on the TRS insurance plan up to a maximum Board contribution of \$5,000 annually.

**Incorporated into this offer are the tentative agreements initialed by both parties dated March 22, 2011, May 26, 2011 and November 7, 2011.**

**Our economic proposal allows the district to maintain its healthy fund balances with no tax increase to the community.**

Replacing retirees with MA-4									
Open	2011-12		Open	2012-13		Open	2013-14		Overall
\$44,284	1.0%	\$3,998,940	\$44,949	1.5%	\$3,941,496	\$45,623	1.5%	\$4,107,928	\$12,048,36

No replacements for retirees									
Open	2011-12		Open	2012-13		Open	2013-14		Overall
\$44,284	1.0%	\$3,998,940	\$44,949	1.5%	\$3,771,593	\$45,623	1.5%	\$3,930,002	\$11,700,53